**1973. No. 282** **[C]**

# EDUCATION

## Institutions of Further Education: Teachers Salaries and Allowances

REGULATIONS, DATED 24TH AUGUST 1973, MADE BY THE MINISTRY OF EDUCATION UNDER THE EDUCATION ACTS (NORTHERN IRELAND) 1947 TO 1971.

The Ministry of Education, hereinafter referred to as "the Ministry," on behalf of the Secretary of State and in pursuance of the powers vested in it by sections 83 and 112 of the Education Act (Northern Ireland) 1947(a) and of all other powers enabling it in that behalf and after consultation with the Ministry of Finance hereby makes the following Regulations:—

**1.**—(1) These Regulations may be cited as the Institutions of Further Education (Salaries and Allowances) Amending Regulations (Northern Ireland) 1973.

(2) These Regulations shall be deemed to have come into operation on 1st April 1973 except that Regulation 6 shall be deemd to have come into operation on 1st April 1972.

**2.** The existing Regulations hereby amended are the Institutions of Further Education (Salaries and Allowances) Regulations (Northern Ireland) 1972 No. 2(b).

*Scale placing*

**3.** For Regulation 7 of the existing Regulations there shall be substituted the following:—

"**7.**—(1) A teacher who on 1st April 1973 was in teaching service in an institution of further education (and had been immediately before that date) shall from that date enter the scale prescribed in Schedule I corresponding to his scale under the Regulations in force immediately before that date at the corresponding position on the scale subject to the maximum of the scale not being exceeded.

(2) Teachers not in teaching service in an institution of further education on 31st March 1973 shall be placed on the appropriate salary scale in accordance with the provisions of Schedule II."

*Salary scales*

**4.** With effect from 1st April 1973 for Schedule I of the existing Regulations there shall be substituted Schedule I of these Regulations.

**5.** The following shall be substituted for Regulation 10 of the existing Regulations:—

"*Award of increments*

**10.** After a teacher's rate of salary has been determined subsequent increments in the scale shall be granted in accordance with approved arrangements:

Provided that

(a) 1947. c. 3. (b) S.R. & O. (N.I.) 1972, No. 211.

(*a*) the Ministry may at any time withhold an increment or require it to be withheld if a teacher's service in the judgment of the Ministry does not reach a satisfactory standard;

(*b*) if an increment is withheld at any incremental date or at any two or more successive incremental dates and if, at the next following incremental date, the teacher's service has, in the judgment of the Ministry, reached a satisfactory standard he may, at the discretion of the Ministry, be allowed two increments (instead of one increment) in the appropriate scale;

(*c*) a teacher's annual incremental date shall fall on the first day of a calendar month;

(*d*) a teacher appointed on any of the salary scales set out in Schedule I who has no previous service or experience at the date of appointment shall, subject to satisfactory continuous full-time service, qualify in the following year for the award of his first increment on the first of the month corresponding to that in which he was apointed provided that at that date his service amounts to at least 11 months and 15 days, but if at that date his service amounts to 11 months and a lesser number of days than 15, the increment will normally become due on the first day of the following month;

(*e*) where the aggregate of any periods of absence without pay of a teacher from his teaching post in a period of twelve months terminating on his normal incremental date—

(i) amounts to fifteen days or less it shall be counted as teaching service for the purpose of the award of increments;

(ii) amounts to more than fifteen days but less than thirty days the teacher's incremental date shall be retarded by one month;

(iii) amounts to thirty days or more the teacher's incremental date shall be retarded by one month for each complete period of thirty days and by a further month where the residue of the period amounts to more than fifteen days but less than thirty days.

*Adjustment of incremental dates*

**10A.** A teacher in service on 1st April 1973 or appointed after that date and before the date of these Regulations whose incremental date is not already on the first day of a month shall have his normal incremental date advanced to the first day of the month in which his increment would normally become due."

*Scale placing*

**6.** With effect from 1st April 1972 there shall be inserted after "Bachelor of Education degree" in sub-paragraph 3(*b*) of paragraph 1 of Schedule II of the existing Regulations the words "or other approved university degree the course for which contains approved teacher training to an extent acceptable to the Ministry."

**7.** With effect from 1st April 1973 Schedule II of these Regulations shall replace Schedule II of the existing Regulations: annexes A, B and C to Schedule II of the existing Regulations will continue in force.

*Safeguarding of salaries*

**8.** A full-time teacher in recognised teaching service on 31st March 1973

shall not receive by reason of the operation of these Regulations a lesser rate of salary than he received under the Regulations in force on that date.

Sealed with the Official Seal of the Ministry of Education for Northern Ireland this 24th day of August 1973.

(L.S.)

*P. K. McHugh,*
Assistant Secretary.

SCHEDULE I Regulation 6

| Point on Scale | Assistant Lecturers | Lecturers Grade I | Lecturers Grade II | Senior Lecturers | Principal Lecturers |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| 1 | 1,360 | 1,660 | 2,515 | 3,291 | 3,581 |
| 2 | 1,441 | 1,745 | 2,606 | 3,382 | 3,683 |
| 3 | 1,522 | 1,830 | 2,697 | 3,473 | 3,785 |
| 4 | 1,603 | 1,915 | 2,788 | 3,564 | 3,887 |
| 5 | 1,684 | 2,000 | 2,879 | 3,655(b) | 3,989(c) |
| 6 | 1,765 | 2,085 | 2,970 | | |
| 7 | 1,846 | 2,170 | 3,061 | | |
| 8 | 1,927 | 2,255 | 3,152 | | |
| 9 | 2,008 | 2,341 | 3,243 | | |
| 10 | 2,089 | 2,427 | | | |
| 11 | 2,170 | 2,513 | | | |
| 12 | 2,251 | 2,599 | | | |
| 13 | 2,336(a) | 2,685(a) | | | |
| 14 | 2,336 | | | | |
| 15 | 2,336 | | | | |
| 16 | 2,442 | | | | |

(*a*) Where an assistant lecturer or lecturer grade I holds an approved university degree with 1st or 2nd class honours or other qualification adjudged by the Ministry to be equivalent thereto the salary rates from scale point 13 shall be as follows:—

| Point on Scale | Assistant Lecturers | Lecturers Grade I |
|---|---|---|
| | £ | £ |
| 14 | 2,417 | 2,766 |
| 15 | 2,498 | 2,847 |
| 16 | 2,498 | |
| 17 | 2,498 | |
| 18 | 2,604 | |

(*b*) With the approval of the Ministry the scale may be extended by three increments of £91 each to a maximum of £3,928 in the case of a senior lecturer who is responsible for a signfiicant amount of work of advanced standard in a grade V or grade VI department.

(*c*) With the approval of the Ministry the scale may be extended by five increments of £102 each to a maximum of £4,499 in the case of a principal lecturer who is responsible for a significant amount of work of A1 standard in a grade V or a grade VI department.

HEAD OF DEPARTMENT

| Point on Scale | Grade I | Grade II | Grade III | Grade IV | Grade V | Grade VI |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| 1 | 3,001 | 3,345 | 3,678 | 3,968 | 4,312 | 4,621 |
| 2 | 3,087 | 3,447 | 3,780 | 4,075 | 4,419 | 4,739 |
| 3 | 3,173 | 3,549 | 3,882 | 4,182 | 4,526 | 4,857 |
| 4 | 3,259 | 3,651 | 3,984 | 4,289 | 4,633 | 4,975 |
| 5 | 3,345 | 3,753 | 4,086 | 4,396 | 4,740 | 5,093 |

VICE-PRINCIPAL

| Point on Scale | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|---|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 1 | 2,635 | 2,919 | 3,202 | 3,441 | 3,725 | 4,008 | 4,139 | 4,429 |
| 2 | 2,722 | 3,006 | 3,289 | 3,539 | 3,823 | 4,106 | 4,237 | 4,536 |
| 3 | 2,809 | 3,093 | 3,376 | 3,637 | 3,921 | 4,204 | 4,335 | 4,643 |
| 4 | 2,896 | 3,180 | 3,463 | 3,735 | 4,019 | 4,302 | 4,433 | 4,750 |
| 5 | 2,983 | 3,267 | 3,550 | 3,833 | 4,117 | 4,400 | 4,531 | 4,857 |

The vice-principal of an institution in a Group not eligible for classification as a Group 1 or higher Group shall be placed on a scale with a maximum not in excess of £2,950 determined by the local education authority and approved by the Ministry.

PRINCIPAL

| Point on Scale | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|---|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 1 | 3,171 | 3,520 | 3,845 | 4,193 | 4,542 | 4,847 | 4,983 | 5,328 |
| 2 | 3,263 | 3,612 | 3,943 | 4,291 | 4,640 | 4,956 | 5,092 | 5,452 |
| 3 | 3,355 | 3,704 | 4,041 | 4,389 | 4,738 | 5,065 | 5,201 | 5,576 |
| 4 | 3,447 | 3,796 | 4,139 | 4,487 | 4,836 | 5,174 | 5,310 | 5,700 |
| 5 | 3,539 | 3,888 | 4,237 | 4,585 | 4,934 | 5,283 | 5,419 | 5,824 |

The principal of an institution in a Group not eligible for classification as a Group 1 or higher Group shall be placed on a scale with a maximum not in excess of £3,517 determined by the local education authority and approved by the Ministry.

(*d*) The head of a department established before 6th March 1968, which falls below the requirements of grade 1, shall continue to receive salary on the scale for grade I for as long as he continues in the post and the department remains below grade II.

(*e*) Where as a result of a review under Regulation 5 a department is placed in a lower grade, or an institution is placed in a lower group, the head of department or principal or vice-principal of the institution in post at that time and continuing in post shall receive:—

(i) salary on the scale applicable to the grade or group immediately above the lower grade or group for so long as the department or institution remains in that lower grade or group and where required;

(ii) a personal allowance of such amount as may be necessary to ensure that the teacher receives the same rate of salary as would have been applicable to him before the review.

(*f*) Where as a result of a review under Regulation 5 a department is placed below grade V, a Senior Lecturer or Principal Lecturer who had been paid on the extended part of his scale while the department was in grade V or grade VI shall continue to be so paid for as long as he remains in the same post but no new appointments shall be made to the extended part of his scale while the department remains below grade V.

(*g*) Where the local education authority considers that in the special circumstances of a particular case the scale applicable to a post of principal or vice-principal of an institution or a head of department grade VI is not adequate the Ministry may:—

(i) in the case of a principal or vice-principal make payment on such higher scale as it deems appropriate;

(ii) in the case of a head of department grade VI make an extension to the prescribed scale.

(*h*) The salaries of the principal and the vice-principal of the College of Technology, Belfast, and the holders of any corresponding posts in the School of Music, Belfast, shall be determined by the Belfast County Borough Education Authority with the approval of the Ministry.

(*i*) The salary of the principal and vice-principal of an institution whose services are shared with a secondary school shall be determined by the local education authority subject to the approval of the Ministry.

## SCHEDULE II

SALARY PLACING OF TEACHERS TO WHOM REGULATION 7(2) APPLIES

1. An assistant lecturer or a lecturer grade I shall be placed on the appropriate scale with such values for incremental credit (if any) as may be given in accordance with annex B and Annex C to this Schedule and shall receive any additons as appropriate under sub-paragraph (1) to (3) subject to the maximum of the scale not being exceeded:

(1) An addition of £162 in the case of an assistant lecturer or lecturer grade I other than one to whom sub-paragraph (2) applies, who holds an approved university degree, or other qualification adjudged by the Ministry to be equivalent thereto.

(2) An addition of £324 in the case of an assistant lecturer or lecturer grade I who holds an approved university degree with first or second class honours, or other qualification adjudged by the Ministry to be equivalent thereto.

(3) (*a*) an addition of £81 in the case of an assistant lecturer or lecturer grade I who has successfully completed a course of training or has obtained a qualification and the course or the qualification is approved by the Ministry for the purposes of this sub-paragraph;

(*b*) an addition of £81 in the case of an assistant lecturer or lecturer grade I who is entitled to the addition of £162 or £324 prescribed in sub-paragraphs (1) and (2) and

(i) who has successfully completed an approved full-time course of training; or

(ii) who has obtained an approved university postgraduate certificate or diploma in education as a result of a part-time course of study;

and the course, not being a course leading to the Bachelor of Education or other approved university degree the course for which contains approved teacher training to an extent acceptable to the Ministry, does not form part of the teacher's qualifications entitling him to receive an addition under sub-paragraphs (1) and (2):

Provided that an assistant lecturer or lecturer grade I shall not receive more than one addition of £81 under the provisions of this sub-paragraph.

2. A lecturer grade I shall enter the scale—

(1) in accordance with paragraph 1 of this Schedule; or

(2) after service as assistant lecturer in an institution at the salary as assistant lecturer with an addition of £170 subject to the maximum of the scale not being exceeded if this gives a higher salary than sub-paragraph (1); or

(3) after teaching service in a recognised school or college of education or the Ulster College at the salary in the former post with an addition of £170 subject to the maximum of the scale not being exceeded, if this gives a higher salary than sub-paragraph (1); or

(4) at the salary for which he would be eligible if he were placed as an assistant lecturer under paragraph 1 with an addition of £170.

3. Principals and senior post holders other than lecturer grade I shall enter the appropriate scale.

(1) at the minimum to which shall be added up to the maximum in accordance with Annex A and Annex C of this Schedule values for incremental credit

(*a*) in the case of heads of departments, principal lecturers, senior lecturers and lecturers grade II in respect of teaching, industrial, commercial or professional experience or research work which in the opinion of the

Ministry should be regarded as equivalent service in the appropriate post; or

(*b*) in the case of a principal or vice-principal in respect of service since 1st September 1967 given in an institution which is reckoned by the Ministry to have been in the same or higher group.

(2) after teaching service on a lower scale in an institution at the salary on the lower scale together with an addition as specified hereunder subject to the maximum of the appropriate scale not being exceeded:

| | | £ |
|---|---|---|
| (*a*) Lecturer grade II | | 182 |
| (*b*) Senior lecturer | | 182 |
| (*c*) Principal lecturer | | 204 |
| (*d*) Head of Department | grade I | 172 |
| | grades II and III | 204 |
| | grades IV and V | 214 |
| | grade VI | 236 |
| (*e*) Vice-principal | groups 1 to 3 | 174 |
| | groups 4 to 7 | 196 |
| | group 8 | 214 |
| (*f*) Principal | groups 1 and 2 | 184 |
| | groups 3 to 5 | 196 |
| | groups 6 and 7 | 218 |
| | group 8 | 248 |

if this gives a higher salary than sub-paragraph (1).

(3) after teaching service in a recognised school or college of education or the Ulster College at the salary in the former post together with an appropriate additon as specified in (*a*) to (*f*) of sub-paragraph (2) subject to the maximum of the scale not being exceeded if this gives a higher salary than sub-paragraph (1).

4. For the purposes of paragraphs 2 and 3 of this Schedule salary shall include allowances payable under Regulations 12 and 13.

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## EXPLANATORY NOTE

*(This note is not part of the Regulations, but is intended to indicate their general purport.)*

These Regulations introduce from 1st April 1973 revised scales of salaries and allowances for teachers in institutions of further education.